Memorandum of Understanding
between the Palo Verde Community College District and
the Palo Verde College Association CTA/NEA

May 18, 2015

This Memorandum of Understanding ("MOU") between the Palo Verde Community College District ("PVCCD") and the Palo Verde College Association CTA/NEA ("PVCTA"; PVCCD and PVCTA may be referred to collectively herein as "the Parties") is entered into for the purpose of memorializing the mutual understanding of the Parties regarding PVCCD's contribution to health and welfare benefits for the 2015-2016 plan year.

WHEREAS, Article II, Section 4 of the collective bargaining agreement ("CBA") between the Parties provides that PVCCD shall provide up to a certain annual maximum contribution for individual PVCTA member health and welfare benefits; and

WHEREAS, for the 2014-2015 plan year PVCCD provides a maximum annual contribution of $17,307.64 for individual PVCTA member health and welfare benefits; and

WHEREAS, it is anticipated that health and welfare benefits costs for PVCTA members shall increase for the 2015-2016 plan year; and

WHEREAS, the Parties desire to complete negotiations concerning health and welfare benefits in advance of negotiations over total compensation for the 2015-2016 school year.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. Commencing on the first day of the 2015-2016 plan year, PVCCD shall provide a maximum annual contribution of $19,979.52 for individual PVCTA member health and welfare benefits. This maximum annual contribution shall remain in effect for every plan year thereafter until otherwise negotiated by the Parties. All other contract language/employer practices concerning health and welfare administration shall remain in effect.

2. It is expressly noted that the increase in the maximum annual contribution for individual health and welfare benefits is derived from expected ongoing funding for the 2015-2016 school year. Accordingly, it is agreed that this increase shall be considered a part of PVCCD's total compensation package for negotiations for the 2015-2016 school year.

3. This MOU shall constitute the completion of negotiations between the Parties over health and welfare benefits for the 2015-2016 school year.

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4. This MOU is subject to ratification by the Palo Verde Community College District Board of Trustees.

Palo Verde College Association CTA/NEA	**Palo Verde Community College District**
Derek Copple President	Donald G. Wallace, PhD Superintendent/President